

Northern Regional College

Equality Screening Report – Sept 2025 – Aug 2026

Policy Title	Aim of Policy	New / Existing / Revised policy	Date of Screening	Screening Decision
Anti Fraud Policy and Fraud Response Plan	Aim and Description of the policy The Anti-Fraud Policy (FIN 1A) and Fraud Response Plan (FIN 1B) set out Northern Regional College's zero-tolerance approach to fraud, bribery and corruption and the procedures to be followed where fraud is suspected or detected. The policy and procedure aim to safeguard public funds, protect the College's reputation, ensure compliance with statutory and regulatory requirements, and provide clear, fair and proportionate arrangements for reporting, investigating and responding to suspected fraud.	Revised	Jan 2026	The policy was screened out withy no major issues.
Admissions Policy	This policy ensures that the College operates a fair, transparent, and inclusive admissions process that aligns with legal obligations, safeguarding responsibilities, and sector best practice. It supports the recruitment of students to appropriate programmes based on merit, while	Revised	Dec 2025	The Policy was screened out with no major issues

	upholding standards related to criminal convictions, fitness to practise or study, and the right to appeal admissions decisions			
Staff Equal Opps Policy	The Staff Equal Opportunities Policy aims to: • Communicate the College's commitment to promoting equality of opportunity in employment. • Prevent unlawful discrimination, harassment and victimisation. • Ensure compliance with equality and anti-discrimination legislation in Northern Ireland. • Promote a respectful, inclusive and dignified working environment for all staff and job applicants. • Clarify employee and employer responsibilities in upholding equality. • Provide clear routes for addressing complaints of discrimination, harassment or victimisation.	Revised	March 2026	The Policy was screened out with no major issues.
Good Relations and Cultural Diversity Policy	The overall aim of this policy is to create a positive, inclusive ethos where issues of good relations, stereotyping and discrimination can be discussed openly. This is closely linked to changing perceptions and attitudes.	Revised	April 2026	The policy was screened out with no major issues.

	In addition, the policy aims to • place equality and respect for difference at the heart of the College's structures, systems and culture • establish a good and harmonious environment in which individuals feel comfortable to work and learn and in which they do not feel threatened, offended or unwelcome, and • support all employees and students to explore diversity, promote tolerance and the acceptance of different cultures and interests			
SLDD SOP	This document outlines the procedure for ensuring that appropriate arrangements are provided for students who meet the eligibility criteria as detailed Interim Policy for Students with Learning Difficulties and Disabilities (SLDD) in Further Education (FE) NI.	Revised	Aug 2026	The policy was screened out with no major issues.